

CHAPTER 7

COMPLAINTS OF CLASS DISCRIMINATION IN THE FEDERAL GOVERNMENT

I. INTRODUCTION

Section 1614.204 provides for processing class complaints of discrimination. A class complaint is a written complaint of discrimination filed on behalf of a class by the agent of the class, alleging that the class is so numerous that a consolidated complaint by the members of the class is impractical, that there are questions of fact common to the class, that the claims of the agent of the class are typical of the claims of the class, and that the agent of the class or, if represented, the representative, will fairly and adequately protect the interests of the class.

II. TIME REQUIREMENTS

Section 1614.204(b) provides that, as with an individual complainant, an employee who seeks to represent a class of employees must seek counseling and be counseled in accordance with section 1614.105, i.e., the employee must seek counseling **within 45 days** of the alleged discriminatory event.¹ The agency shall extend the 45-day time limit when the individual shows that he or she was not notified of the time limits and was not aware of them that he or she did not know and reasonably should not have known that the discriminatory matter or personnel action occurred, that despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits, or for other reasons considered sufficient by the agency or the Commission. See § 1614.105(a)(2). The time period may be waived by the agency and is subject to the theories of estoppel and equitable tolling. See

§ 1614.604(c). If the complaint is not resolved on the 30th day following initial EEO counseling, the counselor must give the agent written notice that (s)he has **15 days** from receipt of the notice to file a formal complaint. § 1614.204(c)(2).

The counseling period may be extended up to an additional **sixty (60) days** if, prior to the expiration of the 30-day period, the aggrieved person agrees with the agency in writing to postpone the final interview. Also, pursuant to section

¹ All time limits are expressed in calendar days, not business days.

1614.105(f), where the agency has an established alternative dispute resolution procedure and the aggrieved person agrees to participate in it, the pre-complaint processing period shall be 90 days.

Within 30 days of an agency's receipt of a complaint, an agency must designate an agency representative and forward the complaint, along with a copy of the counselor's report and any other relevant information about the complaint, to the Commission. § 1614.204(d)(1). The Commission will assign an administrative judge (or in some limited circumstances involving national security, a complaints examiner from another agency) to recommend that the agency accept or dismiss the complaint. § 1614.204(d).

III. DISMISSAL -- 29 C.F.R. § 1614.204(d)

A. Class Complaint Criteria

A class complaint will be dismissed if it does not meet the following criteria:

1. The complaint does not meet the prerequisites of a class complaint under section 1614.204(a)(2) (i.e., numerosity, commonality, typicality, and adequacy of representation).
2. The allegations lack specificity and detail pursuant to section 1614.204(d)(4).
3. The agent cannot satisfactorily explain why an allegation which appears in the formal complaint was not raised in counseling.²
4. The complaint meets any of the criteria for dismissal pursuant to section 1614.107 "Dismissals of complaints."

² If the agent provides a satisfactory explanation for failure to see a counselor concerning an allegation, the administrative judge must refer the allegation to the agency for further counseling of the agent. Upon completion of counseling, the allegation shall be consolidated with the accepted portion of the complaint.

B. Individual Complaints Filed on Bases Identical to Class Complaints

An individual complaint which is filed before or after the class complaint is filed, which comes within the definition of the class allegation(s), will not be dismissed but will be subsumed within the class complaint. If the class complaint is dismissed at the certification stage, the individual complaint may still proceed. If the class proceeds to a hearing, the individual claim may be used by the class representative at the liability stage of the process, or it may be presented at the remedy stage by the complainant. If the class complaint is dismissed at the certification stage, the class members may not proceed unless they have timely filed individual complaints.

The agency shall, **within 90 days** of the issuance of a final decision dismissing a class complaint for failure to meet the criteria of a class complaint, issue the acknowledgement of receipt on an individual complaint as required by section 1614.106(d) and process in accordance with subpart A, each individual complaint that was subsumed into the class complaint.

IV. RECOMMENDED DECISION -- 29 C.F.R. § 1614.204(d)(7)**A. Transmittal of Recommended Decision**

The administrative judge's recommended decision on whether to accept or dismiss the class complaint will be transmitted to the agency and notification of that transmission will be sent to the class agent.

B. Recommended Decision Becomes Final Agency Decision in 30 Days

The recommended decision will become the agency decision unless the agency accepts, rejects, or modifies the recommended decision within 30 days of receipt of the recommended decision and complaint file. The agency must notify the agent by certified mail and the administrative judge of its decision to accept or dismiss the complaint. At the same time, the agency must forward to the agent copies of the administrative judge's recommendation and the complaint file.

C. Dismissal at the Accept/Dismiss Stage

A decision by the agency to dismiss the class complaint at the certification stage will inform the agent either that the complaint is being filed on that date as an individual complaint or that the complaint is also dismissed as an individual complaint in accordance with section 1614.107. The decision must inform the agent of the right to appeal the final agency decision dismissing the class complaint to the Commission or to file a civil action, and it must include EEOC Form 573, Notice of Appeal/Petition.

V. NOTIFICATION -- 29 C.F.R. § 1614.204(e)

A. Timing and Method of the Notice

Within **15 calendar days** of accepting a class complaint, the agency shall use reasonable means, such as hand delivery, mailing to the last known address, or distribution (such as through inter-office mail) to notify all class members of the acceptance of the class complaint.

The "reasonable means" used by agencies for notification should be those most likely to provide an opportunity for class members to know about the complaint. Conspicuous posting on bulletin boards to which all potential class members have easy access may constitute adequate notice in some situations.

B. Content of the Notice

The notice must contain:

1. the name of the agency or organizational segment, its location, and the date of acceptance of the complaint;
2. a description of the issues accepted;
3. an explanation of the binding nature of the final decision or resolution of the complaint on class members; and,
4. the name, address, and telephone number of the class representative.

C. Individuals May Not Opt Out

The class members may not "opt out" of the defined class; however, they do not have to participate in the class or file a claim for individual relief. Those who wish to participate will have the opportunity to object to any proposed settlement and to file claims for individual relief if discrimination is found.

D. Settlement Notice

All class members must receive notice of any settlement or decision on the class complaint whether or not they participated in the action. See section VIII. B. of this chapter.

VI. REFERRAL FOR PROCESSING

A. Acceptance of Class Complaints by the Agency

Within five days of its acceptance of a class complaint, the agency will return the complete complaint file to the EEOC office that determined the class certification issue.

B. Site of the Class Hearing

Attachment A to this chapter is a list of the addresses of the EEOC district and field offices and their geographic jurisdictions. Agencies' requests for a hearing must be sent to the district office having jurisdiction of the agency facility where the complaint arose. Should the agency's organizational component where the complaint arose not fall within one of the geographical jurisdictions shown, the agency should contact the following office for guidance:

Equal Employment Opportunity Commission
Complaints Adjudication Division
Federal Sector Programs
Office of Federal Operations
P.O. Box 19848
Washington, D.C. 20036
Telephone: (202) 663-4517

Upon receipt of a hearing request, the administrative judge assigned to hear the complaint will, upon expiration of the period allowed for preparation of the class case, set a date for hearing and determine the site of the hearing. Within his/her discretion, the administrative judge is authorized to conduct the hearing in the EEOC district office, in an EEOC area or local office, at the agency's organizational component where the complaint arose or at such other location as he/she may determine appropriate. In determining the hearing site, the administrative judge may consider factors such as the location of the parties, the location of EEOC district, area and local offices, the number and location of witnesses, the location of records, travel distances for the administrative judge, the parties and witnesses, travel costs, the availability of sources of transportation and other factors as may be appropriate.

If the administrative judge sets a hearing site which is outside the local commuting area of the agency's organizational component where the complaint arose, the agency must bear all reasonable travel expenses of complainants, their authorized representatives, agency representatives, and all witnesses approved by the administrative judge, except that an agency does not have the authority to pay the travel expenses of complainant's witnesses who are not Federal employees.

Should an agency desire that a hearing be held at a location within the jurisdictional area of another EEOC district office, it must submit a request, in writing, to the EEOC office that determined the class certification issue. In its request, the agency must identify the location of the desired place of hearing and must set out, in detail, its reasons and justification for the requested change. The administrative judge will rule on the request only after the directors of the concerned EEOC district offices have conferred on the matter.

If the agency's request for a change in location from the jurisdiction of one EEOC district office to another is approved, and if the hearing site as determined by the administrative judge is outside of the local commuting area of the agency's organizational component where the complaint arose, the agency must bear all reasonable travel costs associated with and necessitated by the change in location for complainants, their authorized representatives, agency representatives, and all witnesses approved by the administrative judge, except that an agency does not have the authority to

pay the travel expenses of complainants' witnesses who are not Federal employees.

The agency's obligation is limited to those costs which are legally payable in advance by the agency. See Decision of the Comptroller General, Matter of: Expenses of Outside Applicant/Complainant to Travel to Agency EEO Hearing, File: B-202845, 61 Comp. Gen. 654 (1982); see also Decision of the Comptroller General, Matter of: John Booth -- Travel Expenses of Witness -- Agency Responsible, File: B-235845, 69 Comp. Gen. 269 (1990).

VII. DEVELOPING THE EVIDENCE -- 29 C.F.R. § 1614.204(f)

A. The Process of Developing the Evidence

The administrative judge will advise both parties that they will have at least 60 days to develop evidence. They can do this in the same manner as in individual cases, i.e., through interrogatories, depositions, requests for admissions, stipulations, or production of documents. The parties may object to production on the grounds that the information sought is irrelevant, overly burdensome, repetitious, or privileged. The administrative judge has the authority to impose sanctions on a party if (s)he fails to comply without good cause with rulings on requests for information, documents, or admissions, where the information is solely in the control of that party. Similarly, if a party fails to provide an adequate explanation for the failure to respond fully and in a timely manner to a request and the information is solely in the control of that party, the administrative judge may impose sanctions. These sanctions include, but are not limited to, the authority to:

1. draw an adverse inference that the requested information would have reflected unfavorably on the party refusing to provide the requested information;
2. consider the matters to which the requested information pertains to be established in favor of the opposing party;
3. exclude other evidence offered by the party failing to produce the requested information, and/or;

4. recommend that a decision be entered in favor of the opposing party.

B. Use of Agency Facilities by Class Agent

The class agent should be permitted reasonable access to and/or use of agency facilities (e.g., copiers, telephones, word processors, etc.) for preparation of the case as long as there is no undue disruption of agency operations. A class agent and/or representative may not use agency resources and facilities in the preparation of the class case without obtaining the prior approval of the designated agency official. An agency may charge reasonable rates for the search and reproduction of information and documents.

VIII. RESOLUTION -- 29 C.F.R. § 1614.204(g)(4)

A. Notice of Resolution

If the matter is resolved, notice must be given to all class members in the same manner as the notification of acceptance of the class was given. The notice must set out the relief, if any, which the agency will grant. The resolution will bind all members of the class.

B. Petition to Vacate Resolution

Within 30 days of the date of the notice of resolution, any class member may petition the EEO Director to vacate the resolution because it benefits only the class agent or is otherwise not fair and reasonable. Within 30 days of receipt of the petition, the EEO Director will forward the petition to the administrative judge, who will make a decision about the fairness and reasonableness of the resolution. If the judge determines that the resolution was not fair and reasonable, (s)he will recommend that the resolution be vacated and that the original class agent be replaced by the petitioner or by some other class member who is eligible to be the new class agent.

An agency's decision that a resolution is not fair and reasonable vacates the agreement between the former class agent and the agency. The agency decision must inform the former agent or the petitioner, as appropriate, of the right to appeal the decision to the Commission. The agency's decision must include a copy of EEOC Form 573, Notice of Appeal/Petition.

IX. HEARING -- 29 C.F.R. § 1614.204(h) and (i)

A. Hearing Procedures

Hearing procedures in class complaints are the same as those applied to hearings in individual complaints of discrimination, and are set out at section 1614.109.

B. Official Time for Agency Employees

Any employee testifying at a hearing is entitled to official time for the time (s)he spends testifying as well as a reasonable amount of time for travel to and from the hearing. The class agent and agent's representative, if employees of the agency where the complaint arose and was filed, are entitled to official time for actual time spent at the hearing and for a reasonable amount of time spent preparing for the hearing.

An agency may permit its employees to use official time in preparing and presenting a class complaint which arose in another agency.

C. Travel Expense Incurred for Agency Convenience

If a hearing is scheduled for the convenience of the agency at a geographical location distant from the class agent and the agent's representative and the agent and/or representative are Federal employees, the agency must provide a per diem allowance and any other travel expenses for the agent and agent's representative, to the extent permitted by law.

X. AGENCY DECISION -- 29 C.F.R. § 1614.204(j) and (k)**A. Action on Administrative Judge's Report of Findings and Recommendations**

Within sixty (60) days of receipt of the report of findings and recommendations issued by the administrative judge, the agency must issue a decision to accept, reject or modify those findings and recommendations. If the agency does not issue the final decision within sixty (60) days, the administrative judge's findings and recommendations will become the final decision of the agency.

The agency must transmit its final decision to the agent within five days of the expiration of the 60-day period.

B. Required Features of the Agency Final Decision

1. The agency's final decision on a class complaint must be in writing and shall be transmitted to the agent by certified mail, return receipt requested, and shall include a copy of the report of findings and recommendations of the administrative judge. See § 1614.204(j)(2).
2. Where the administrative judge addresses the merits of the complaint, the agency final decision must also address the merits. It must include a finding on the issue of discrimination, address the merits of the class agent's personal allegation, and include the corrective action, if any, awarded to the class agent.³
3. A decision finding discrimination should include the dates of the agent's initial contact with the counselor and the date the agency eliminated the policy or practice on which there has been a finding of discrimination.

³ Section 1614.204(j)(5) provides: "The final decision of the agency shall require any relief authorized by law and determined to be necessary or desirable to resolve the issue of discrimination."

4. The final agency decision shall inform the agent of the right to appeal or to file a civil action and of the applicable time limits.

C. Binding Nature of Agency Decision

The final agency decision will be binding on all members of the class and on the agency. Class members may not "opt out."

D. Notification of Agency Final Decision

The agency shall notify class members and class representative, (and or the attorney for the class) of the decision and relief awarded, if any, through the same media employed to give notice of the existence of the class complaint. The notice, where appropriate, shall include information concerning the rights of class members to seek individual relief and of the procedures to be followed. Notice shall be given by the agency within 10 days of the transmittal of its decision to the agent. The notice shall include the period for which the relief will be available and stating it in terms of precise calendar days, e.g., between 6/30/90 and 9/1/97.

XI. RELIEF FOR INDIVIDUAL CLASS MEMBERS -- 29 C.F.R. § 1614.204(l)

A. Claims for Individual Relief by Class Members Where Discrimination is Found

Within 30 days of notification of the final agency decision, a class member who believes that (s)he is entitled to individual relief must file a written claim with the head of the agency, or with the agency's EEO Director.

The claim must be specific, and show the following:

1. The claimant is a class member who was affected by a personnel action or matter resulting from the discriminatory policy or practice.
2. The discriminatory action occurred during the period specified in the notice. The claimant must show that the discriminatory action occurred during the time period beginning 45 days prior to the

agent's initial contact with the counselor, and not after the date when the agency eliminated the discriminatory policy or practice.

B. Timing of Agency Decision on Individual Claims for Relief

Within **sixty (60) calendar days** of receiving an individual claim, the agency must issue a final decision on that claim. The agency's final decision must include a notice of the right to file an appeal or a civil action within the applicable time limits.

C. Limits on the Duration of a Finding of Class-Wide Discrimination

The time period for which the agency finds class-wide discrimination may begin not more than 45 days prior to the agent's initial contact with the EEO counselor and must end not later than the date when the agency eliminates the policy or practice found to be discriminatory. See §1614.204(l)(3). This 45-day time period does not limit the two-year time period for which back pay can be recovered by a class member.

D. Where Class-Wide Discrimination is Not Found But Discrimination is Found for the Agent

The agency shall, **within sixty (60) calendar days** of issuance of the final decision, acknowledge receipt of an individual complaint as required in section 1614.106(d) and process in accordance with the provisions of subpart A, each individual complaint that was subsumed into the class complaint.

If it is found that the class agent, or any other member of the class is a victim of discrimination, the relief provisions of section 1614.501 shall apply.

XII. REPRISAL

Federal employees who are agents, claimants, representatives of agents or claimants, witnesses, or agency officials having responsibility for processing class complaints may file individual discrimination complaints if they believe they have been subjected to restraint, interference, coercion or reprisal because of their involvement in the presentation and/or processing of a class complaint. EEO counseling must precede the filing of such a complaint.

[Attachment A]**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
DISTRICT OFFICES AND GEOGRAPHIC JURISDICTIONS****Atlanta District Office****EEOC****Citizens Trust Building, Suite 1100****75 Piedmont Avenue, N.E.****Atlanta, Georgia 30335****Area Code 404****Commercial No. -331-0604****FTS No. - 8-404-331-0604****FAX No. - 8-404-331-4220****TDD No. - 8-404-841-6091****Geographic Jurisdiction: State of Georgia****Baltimore District Office****EEOC****111 Market Place, Suite 4000****Baltimore, Maryland 21201****Area Code 410****Commercial No. -962-3932****FTS No. - 8-410-962-3932****FAX No. - 8-410-962-4270****TDD No. - 8-410-962-6065****Geographic Jurisdiction: States of Maryland and Virginia (except for those Virginia cities and counties under the jurisdiction of the Washington Field Office)****Birmingham District Office****EEOC****1900 3rd Avenue, North, Suite 101****Birmingham, Alabama 35203****Area Code 205****Commercial No. -731-0082****FTS No. - 8-205-731-0082****FAX No. - 8-205-731-2101****TDD No. - 8-2-5-731-0095****Geographic Jurisdiction: States of Alabama and Mississippi**

Charlotte District Office**EEOC****5500 Central Avenue****Charlotte, North Carolina 28212****Area Code 704****Commercial No. -567-7100****FTS No. - 8-704-567-7100****FAX No. - 8-704-567-7192****TDD No. - 8-704-567-7174****Geographic Jurisdiction: States of North Carolina and South Carolina****Chicago District Office****EEOC****Federal Building, Room 930A****536 S. Clark Street****Chicago, Illinois 60605****Area Code 312****Commercial No. -353-2713****FTS No. - 8-312-353-2713****FAX No. - 8-312-353-7355****TDD No. - 8-312-353-2421****Geographic Jurisdiction: State of Illinois except counties of:**

**Alexander, Bond, Calhoun, Clinton, Greene, Jackson,
Jersey, Macoupin, Madison, Monroe, Perry, Pulaski,
Randolph, St. Clair, Union, and Washington (which
are under the jurisdiction of St. Louis District Office)**

Cleveland District Office**EEOC****One Playhouse Square****1375 Euclid Avenue, Room 600****Cleveland, Ohio 44115****Area Code 216****Commercial No. -522-2001****FTS No. - 8-216-522-2001****FAX No. - 8-216-522-7395****TDD No. - 8-216-522-7296****Geographic Jurisdiction: State of Ohio**

Dallas District Office**EEOC****8303 Elmbrook Drive, 2nd Floor
Dallas, Texas 75247****Area Code 214****Commercial No. -767-7015****FTS No. - 8-214-767-7015****FAX No. - 8-214-767-7959****TDD No. - 8-214-767-7523****Geographic Jurisdiction: States of Oklahoma and Texas counties of:**

**Anderson, Archer, Baylor, Bell, Bosque, Bowie,
Brown, Callahan, Camp, Cass, Cherokee, Clay,
Coleman, Collin, Comanche, Cooke, Coryell, Dallas,
Delta, Denton, Eastland, Ellis, Erath, Falls, Fannin,
Fisher, Franklin, Freestone, Grayson, Gregg,
Hamilton, Harrison, Henderson, Hill, Hood, Hopkins,
Houston, Hunt, Jack, Johnson, Jones, Kaufman,
Lamar, Lampasas, Leon, Limestone, McLennan,
Madison, Marion, Milam, Mills, Montague, Morris,
Nacogdoches, Navarro, Nolan, Palo Pinto, Panola,
Parker, Rains, Red River, Robertson, Rockwall,
Runnels, Rusk, Shackelford, Shelby, Smith,
Somervell, Stephens, Tarrant, Taylor, Throckmorton,
Titus, Upshur, Van Zandt, Wichita, Wilbarger, Wise,
Wood, and Young**

Denver District Office**EEOC****1845 Sherman Street, 2nd Floor
Denver, Colorado 80203****Area Code 303****Commercial No. -866-1300****FTS No. - 8-303-866-1300****FAX No. - 8-303-866-1085****TDD No. - 8-303-866-1950****Geographic Jurisdiction: States of Colorado, Montana, Nebraska, North Dakota,
South Dakota, and Wyoming**

Detroit District Office**EEOC****McNamara Federal Building
477 Michigan Avenue, Room 1540
Detroit, Michigan 48226****Area Code 313****Commercial No. -226-7636****FTS No. - 8-313-226-7636****FAX No. - 8-313-226-2778****TDD No. - 8-313-226-7599****Geographic Jurisdiction: State of Michigan****Houston District Office****EEOC****1919 Smith Street, 7th Floor
Houston, Texas 77002****Area Code 713****Commercial No. -653-3377****FTS No. - 8-713-653-3377****FAX No. - 8-713-653-3381****TDD No. - 8-713-653-3367****Geographic Jurisdiction: State of Texas, counties of:****Angelina, Austin, Brazoria, Chambers, Colorado, Fort
Bend, Galveston, Grimes, Hardin, Harris, Jasper,
Jefferson, Liberty, Matagorda, Montgomery, Newton,
Orange, Polk, Sabine, San Augustine, San Jacinto,
Trinity, Tyler, Walker, Waller, and Wharton****Indianapolis District Office****EEOC****Federal Building, U.S. Courthouse
6 East Ohio Street, Room 456
Indianapolis, Indiana 46204****Area Code 317****Commercial No. -226-7212****FTS No. - 8-317-226-7212****FAX No. - 8-317-226-7953****TDD No. - 8-317-226-5162****Geographic Jurisdiction: States of Indiana and Kentucky**

Los Angeles District Office**Area Code 213****EEOC****Commercial No. -251-7278****3660 Wilshire Blvd., 5th Floor****FTS No. - 8-213-251-7278****Los Angeles, California 90010****FAX No. - 8-213-252-7800****TDD No. - 8-213-251-7384****Geographic Jurisdiction: State of Nevada and California counties of:**

**Imperial, Los Angeles, Orange, Riverside, San
Bernadino, Santa Barbara, San Diego, San Luis
Obispo, Ventura**

Memphis District Office**Area Code 901****EEOC****Commercial No. -722-2617****1407 Union Avenue, Suite 502****FTS No. - 8-901-722-2617****Memphis, Tennessee 38104****FAX No. - 8-901-722-2602****TDD No. - 8-901-722-2604****Geographic Jurisdiction: States of Arkansas and Tennessee****Miami District Office****Area Code 305****EEOC****Commercial No. -536-4491****Metro - Mall Building****FTS No. - 8-305-536-4491****1 Northeast First Street, 6th Floor****FAX No. - 8-305-536-4011****Miami, Florida 33132****TDD No. - 8-305-536-5721****Geographic Jurisdiction: State of Florida and Panama Canal Zone****Milwaukee District Office****Area Code 414****EEOC****Commercial No. -297-1111****Henry S. Reuss Federal Plaza****FTS No. - 8-414-297-1111****310 West Wisconsin Avenue, Suite 800****FAX No. - 8-414-297-4133****Milwaukee, Wisconsin 53203****TDD No. - 8-414-297-1115****Geographic Jurisdiction: States of Iowa, Minnesota, and Wisconsin**

New Orleans District Office**EEOC****701 Loyola Avenue, Suite 600
New Orleans, Louisiana 70113****Area Code 504****Commercial No. -589-2329****FTS No. - 8-504-589-2329****FAX No. - 8-504-589-6861****TDD No. - 8-504-589-2958****Geographic Jurisdiction: State of Louisiana****New York District Office****EEOC****90 Church Street, Room 1501
New York, New York 10007****Area Code 212****Commercial No. -264-7161****FTS No. - 8-212-264-7161****FAX No. - 8-212-264-3135****TDD No. - 8-212-264-7697****Geographic Jurisdiction: States of Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, the Commonwealth of Puerto Rico, and the U.S. Virgin Islands****Philadelphia District Office****EEOC****1421 Cherry Street, 10th Floor
Philadelphia, Pennsylvania 19102****Area Code 215****Commercial No. -656-7020****FTS No. - 8-215-656-7020****FAX No. - 8-215-656-7113****TDD No. - 8-215-656-7114****Geographic Jurisdiction: States of Delaware, New Jersey, Pennsylvania, and West Virginia****Phoenix District Office****EEOC****4520 N. Central Avenue, Suite 300
Phoenix, Arizona 85012-1848****Area Code 602****Commercial No. -640-5000****FTS No. - 8-602-640-5000****FAX No. - 8-602-640-2489****TDD No. - 8-602-640-2692****Geographic Jurisdiction: States of Arizona, New Mexico, and Utah**

St. Louis District Office**EEOC**

**Central West Plaza Building, 5th Floor
625 North Euclid Street
St. Louis, Missouri 63108**

Area Code 314**Commercial No. -425-6585****FTS No. - 8-314-425-6585****FAX No. - 8-314-425-6105****TDD No. - 8-314-425-6547**

Geographic Jurisdiction: States of Kansas, Missouri, and Illinois counties of:

**Alexander, Bond, Calhoun, Clinton, Greene, Jackson,
Jersey, Macoupin, Madison, Monroe, Perry, Pulaski,
Randolph, St. Clair, Union, Washington**

San Antonio District Office**EEOC**

**5410 Fredericksburg Road, Suite 200
Mockingbird Plaza, Plaza II
San Antonio, Texas 78229**

Area Code 512**Commercial No. -229-4810****FTS No. - 8-512-229-4810****FAX No. - 8-512-229-4806****TDD No. - 8-512-229-4858**

Geographic Jurisdiction: State of Texas, counties of:

**Andrews, Aransas, Arkansas, Armstrong, Atascosa,
Bailey, Bandera, Bastrop, Bee, Bexar, Blanco, Borden,
Brazos, Brewster, Brisco, Brooks, Burleson, Burnet,
Caldwell, Calhoun, Cameron, Carson, Castro,
Childress, Cochran, Coke, Collingsworth, Comal,
Concho, Corsby, Crockett, Cottle, Crane, Culberson,
Dallam, Dawson, Deaf Smith, De Witt, Dickens,
Dimmit, Donley, Duval, Ector, Edwards, El Paso,
Fayette, Floyd, Forad, Frio, Gaines, Garza, Gillespie,
Glasscock, Goliad, Gonzales, Gray, Guadalupe, Hale,
Hall, Hansford, Hardeman, Hartley, Haskell, Hays,
Hemphill, Hidalgo, Hockley, Howard, Hudspeth,
Hutchinson, Irion, Jackson, Jeff Davis, Jim Hogg, Jim
Wells, Karnes, Kendall, Kennedy, Kent, Kerr, Kimble,
King, Kinney, Kleberg, Knox, Lamb, La Salle, Lavaca,
Lee, Lipscomb, Live Oak, Llano, Loving, Lynn,
Lubbock,**

McCulloch, McMullen, Martin, Mason, Maverick, Medina, Menard, Midland, Mitchell, Moore, Motley, Nueces, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Real, Refugio, Roberts, San Particio, San Saba, Schleicher, Scurry, Sherman, Starr, Sterling, Stonewall, Sutton, Swisher, Terrell, Terry, Tom Green, Travis, Upton, Uvalde, Val Verde, Victoria, Ward, Washington, Webb, Wheeler, Willacy, Williamson, Wilson, Winkler, Yoakum, Zapata, and Zavala.

San Francisco District Office

EEOC

901 Market Street, Suite 500

San Francisco, California 94103

Area Code 415

Commercial No. -744-6500

FTS No. - 8-415-744-6500

FAX No. - 8-415-744-7423

TDD No. - 8-415-744-7392

Geographic Jurisdiction: State of Hawaii, Pacific Far East (the U.S. Possessions of American Samoa, Guam, Northern Mariana Islands, Wake Island), and California counties of:

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Glenn, Humboldt, Inyo, Kern, Kings, Lake, Lassen, Madera, Marin, Mendocino, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba (Hearings in Far East).

Seattle District Office**EEOC**

**Arcade Plaza Building, 7th Floor
2815 Second Avenue, Suite 500
Seattle, Washington 98121**

Area Code 206**Commercial No. -553-0968****FTS No. - 8-206-553-0968****FAX No. - 8-206-553-1308****TDD No. - 8-206-553-1362**

Geographic Jurisdiction: States of Alaska, Idaho, Oregon, and Washington

Washington Field Office**EEOC**

**1400 L Street, N.W., Suite 200
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Area Code 202**Commercial No. -275-7377****FTS No. - 8-202-275-7377****FAX No. - 8-202-275-6834****TDD No. - 8-202-275-7518**

Geographic Jurisdiction: The District of Columbia and Virginia counties of:

**Arlington, Clarke, Fairfax, Fauquier, Frederick,
Loudoun, Prince William, Stafford, Warren, and
Virginia independent cities of Alexandria, Fairfax City,
Falls Church, Manassas, Manassas Park and
Winchester.**

(Hearings in Europe)